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## United States Senate

SELECT COMMITTEE ON INTELLIGENCE

WASHINGTON, DC 20510

July 16, 1986

IN RESPONSE PLEASE  
REFER TO 86- 2641

The Honorable William J. Casey  
Director of Central Intelligence  
Central Intelligence Agency  
Washington, D.C.

Dear Bill:

In April 1985, the Committee outlined its three goals during the 99th Congress. To date, two of these goals are well on their way in great part through your efforts and cooperation, namely the development of a National Intelligence Strategy and a comprehensive review of the federal government's counterintelligence and counter-measures capabilities and requirements to stem the loss of classified information. Our third goal was a review of Intelligence Community personnel. Since personnel capabilities and requirements are integral to accomplishing the plans in the National Intelligence Strategy, it is important that we understand each agency's personnel goals, policies, and programs which support the key intelligence functions. Personnel -- quality personnel -- are the critical linch pin if the Intelligence Community is to meet the challenges outlined in the National Intelligence Strategy. In this review, we would focus only on personnel issues as they relate to the major intelligence functions: human intelligence collection, counterintelligence, development and operation of technical programs, and analysis. We would, therefore, look first at personnel assigned these functional responsibilities by agency (CIA, NSA, DIA, INR and FBI (CI)), and then evaluate each function across the Community. We expect that in this process we should be able to identify the principle issues which relate to hiring and retaining the best intelligence cadre into the 21st Century. To accomplish this, the Committee will need:

1. To review more fully these major intelligence functions.
2. To understand the personnel goals and strategies for those functional requirements as evidenced by policies, objectives and long-and short-range planning.
3. To review your capabilities, based upon your authorities and your programmatic efforts to achieve these needs.

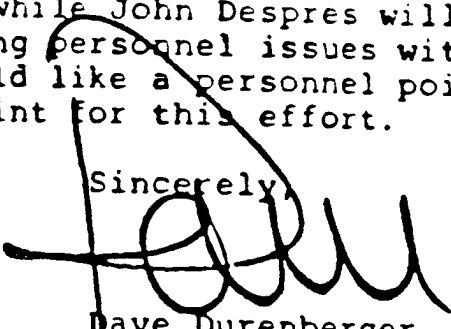
4. To determine the efficacy of current personnel programs (recruiting, training, pay, incentive, equal opportunity, and retirement) to attain the goal of the finest quality personnel for the Intelligence Community.

In the past ten years, the Intelligence Community personnel has grown by nearly 18 percent. While this statistic would appear to be healthy, the SSCI would need to examine whether more or less is needed as well as the implications for national security if more or less is provided.

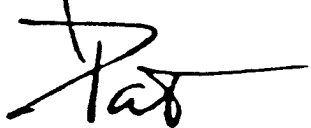
On July 23, at 9:30 am, the SSCI will hold its initial personnel review hearing in Hart 219. The hearing will provide you or your representative the opportunity to give us an overview of your personnel capabilities and requirements in relation to the four missions, as applicable, mentioned above. We would also expect you to define your agency's personnel goals to meet the long and short range challenges outlined in the National Intelligence Strategy. At the hearing, we would also expect you to identify present and future personnel issues which will detract from your ability to carry out missions, and to describe efforts in progress to strengthen the quality of personnel. We will also expect you to identify areas where enabling legislation may be necessary.

For the next three of four months, staff members will be meeting with your agency officials to conduct this review and to prepare a Committee report. Charles Battaglia will serve as the director of this project while John Despres will be heading the team which will be reviewing personnel issues within your agency. To assist us, we would like a personnel point of contact who would serve as a focal point for this effort.

Sincerely,



Dave Durenberger  
Chairman



Patrick J. Leahy  
Vice Chairman